

3 Reasons to Integrate Talent, Learning and Workforce Management

Nearly 40% of all global firms are either replacing or plan to replace their core HR systems over the next two years.¹ Disparate human capital management (HCM) systems make achieving strategic goals near impossible. Organizations suffer from disjointed talent, learning and workforce management systems and scattered employee information across silos of files, spreadsheets, and systems. Compounding this challenge, siloed software implementations (for example, separate systems for recruiting, performance assessment, compensation, learning, core HR, absence management) often fragment data that enable more accurate reporting and improved decision-making.

Disparate systems make achieving strategic goals near impossible, but when organizations use one holistic platform, they can connect their people with their strategies. Best-in-Class organizations are 50% more likely than all others to use a holistic HCM system.² Using a fully-integrated approach to talent, learning, and workforce management results in:

1. Better talent development outcomes.

Integrated HCM systems create accurate and complete data that drives end-to-end talent development. When managers have access to current, accurate employee information and data there is a decreased risk of data latency or errors across systems impacting time tracking, performance reviews, development plans and learning guidance.

Employees benefit from holistic HCM through timely training and learning opportunities. Holistic systems provide visibility into skills and training needed to advance. Pew Research finds “87% of workers believe it will be essential for them to get training and develop new job skills throughout their work life in order to keep up with changes in the workplace.”³ HCM systems that integrate learning allow workers to keep current while also preparing to advance forward.

2. Improved employee productivity and satisfaction.

Integrated systems help increase employee experience and satisfaction by eliminating frustration and unnecessary time invested in jumping from system to system and toggling between multiple user interfaces. Making HCM information easy to access and visible during each work day increases

¹ “Global Human Capital Trends.” Josh Bersin et al., Bersin by Deloitte, 2016.

² “The Power of an Integrated HCM Ecosystem.” Zachary Chertok, Aberdeen, December 12, 2016.

³ “The Future of Jobs and Jobs Training.” Lee Rainie and Janna Anderson, Pew Research Center, May 3, 2017.

engagement – employees can see where they want to go and are provided the tools and resources to get there.

3. Reduced costs and increased performance.

25% of large organizations spend over 25% of their total HR technology budget on integration.⁴ When information is available in one place using one user interface, workers spend less time looking for what they need, managers spend less time collating data and IT groups spend less time building and maintaining costly integrations between systems. In addition to reducing integration costs, organizations who invest in data-focused HR far outperform those that haven't.⁵

To keep pace with change, organizations need integrated Talent, Learning and Workforce Management. **Download this complimentary whitepaper** to learn how a holistic HCM system will provide you with personalized tools that engage every employee in a unique self-directed path for career growth and mobility.

4 CedarCrestone 2013–2014 HR Systems Survey HR Technologies, Deployment Approaches, Value, and Metrics." Lexy Martin and Stacey Harris, CedarCrestone, 2014.

5 "HR Meets Technology: The Ten Facets of Culture." Meghan M. Biro, Forbes, July 7, 2015.